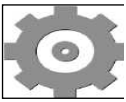


## EN CAREER PATH (SW)



Engineman duties include aligning fuel, water, and air piping systems and control operation of diesel engines used for ship propulsion, to propel small craft and to generate electrical power; cleaning, lubricating, adjusting, testing and performing other preventive maintenance on diesel engines, reduction gears, air compressors, hydraulic or pneumatic clutches, steering engines and controllable pitch propeller systems; repairing or replacing valves, pumps, compressors, heat exchangers and control devices used with diesel engines and gas turbines; making entries into and analyzing machinery operating records and reports.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	ENCM	21.1 Yrs	CMC	36	4 <sup>th</sup> Shore Tour Billet: Ship Sup, ATG Lead, Training Manager. Duty: ATG, RMC, SWOS. Qualification: DEI.
24-28	ENCM ENCS	21.1 Yrs 17.5	CMC, CSC	48	4 <sup>th</sup> Sea Tour Billet: Dept LCPO, 3MC. Duty: ACU, STAFF, CVN, DDG, LCS, LHA, LPD, LSD, SBT. Qualification: Prop Plant Mgr (4206 NEC), EOOW, ETT Coordinator.
21-24	ENCM ENCS	21.1 Yrs 17.5 Yrs	CWO, CMC, CSC	36	3 <sup>rd</sup> Shore Tour Billet: Ship Sup, Instructor, Curr. Dev., RDC, Recruiter. Duty: NSYD, SRF, IMA, Schoolhouse, ATG. Qualification: DEI, MTS.
17-21	ENCS ENC	17.5 Yrs 12.8 Yrs	CWO, CSC	48	3 <sup>rd</sup> Sea Tour Billet: LCPO, 3MC. Duty: ACU, STAFF, CVN, DDG, LCS, LHA, LPD, LSD, SBT. Qualification: Prop Plant Mgr (4206 NEC), EXW, ESWS, EAWS, EOOW, ETT Coord.
9-17	ENC EN1	12.8 Yrs 9.2	LDO, CWO, SARP	36	2 <sup>nd</sup> Shore Tour Billet: RDC, Instructor, Recruiter, Inspector Duty: RMC, Shipyard, ATG, SWOS. Qualification: ATS, MTS, Diesel Engine Inspector (DEI).
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT



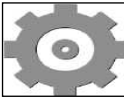
## EN CAREER PATH (SW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
6-9	EN1 EN2	9.2 Yrs 4.4	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC, RDC, Recruiter, Instructor Duty, SARP, Staff Duty, Brig Duty	36	1 <sup>st</sup> Shore Tour Billet: ACU, BCHMSTR UNITS, SRF, NRD, PHIB CB, Instructor. Duty: RMC, SWOS, ATG. Qualification: MTS, ATS.
2-6 1-2	EN2 EN3	4.4 Yrs 2 Yrs	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC	60	1 <sup>st</sup> Sea Tour Billet: Maintenance Technician. Duty: ACU, CORIVRON, MCM, PC, CVN, LCC, LPD, AS, LHA, LHD, FFG, LSD, CG, PHIB CB SEADU, LCS, BCHMSTR UNITS. Qualification: WCS, ESWS.
1+/-	ENFN ENFA Accession Training	9 Months 6 Months			Recruit Training, A and C schools.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT

### BUPERS-32 (Surface Enlisted Community Manager) Notes:

1. In rate shore duty is limited; normally "A" or "C" school instructor, IMAs, and ATGs. Most ENs can expect a tour in recruiting or as an RDC.
2. Tours at Flag Staff Duty, NPC and BUPERS require screening.
3. The Diesel Engine Inspector (DEI) program is open to E-7 and above. Sea duty for the DEIs is limited. DEIs duty is mostly shore duty.
4. Acronyms: AO- Auxiliaries Operator, ERO- Engine Room Operator, EOOW- Engineering Officer of the Watch.



## EN CAREER PATH (SW)



Suggested Career Milestones to Attain Engineering Department LCPO (Top Snipe):

1. SEA 1 (approximately 5 years of service upon completion).

a. Advance to E-5.

b. Qualify: Propulsion Systems Monitor (PSM), Engine Room Monitor (ERM), Equipment Room Operator (ERO), Auxiliary Equipment Monitor (AEM), Electrical Plant Control Console (EPCC), Propulsion Auxiliary Control Console (PACC), Engineering Training Team (ETT), Work Center Supervisor (WCS)/Enlisted Surface Warfare Specialist (ESWS).

c. Purpose: These qualifications are part of the big picture required by a Departmental Leading Chief Petty Officer (DLCPO). Each represent the building blocks necessary for a future DLCPO to take the next step as the technical expert, whether it be teaching a “C” school on shore 2 or leading a main space as Leading Petty Officer (LPO)/LCPO on sea 2. These qualifications are the immediate predecessors to the Engineering Officer of the Watch qualification.

d. Prerequisites for Qualifications to include:

(1) ESWS.

(a) Qualify: Fire Party On Scene Leader, Chemical Biological Radiological (CBR), Investigator, Plotter.

(2) PSM/ERM.

(a) Qualify: 3M Maintenance Man, Basic Damage Control (DC), Sounding & Security, ASM, Switch Board Operator.

2. SHORE 1 (approximately 8 years of service upon completion).

a. E-5/E-6.

b. Regional Maintenance Center (RMC), In-Rate Instructor.

c. Purpose for these duties:

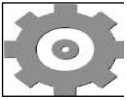
(1) Hone the journeyman skills and experiences required to maintain maximum operational capability of the engineering plant.

(2) First shore tour has been identified as the most flexible of all shore assignments and presents the optimal time for special program assignments.

d. Qualify Quality Assurance Inspector (QAI), Master Training Specialist (MTS).

3. SEA 2 (approximately 13 years of service upon completion).

a. E-6/E-7.



## EN CAREER PATH (SW)



- b. Qualify EOOW, ETT, Department 3M Officer, Engineering Operational Sequencing System (EOSS) Custodian, Maintain Auto log, LPO/Division LCPO.
  - c. These qualifications and programs all fall under the knowledge responsibilities of a Department LCPO. A complete and up to date knowledge of these qualifications and programs are the keystone principals for the Sailor.
  - d. If Small Ship: Department LCPO, ETT Coordinator.
4. SHORE 2 (approximately 16 years of service upon completion).
- a. E-7/E-8 (Top Performers).
  - b. RMC (Ship Supervisor, QAO qualification), In-Rate Instructor, Afloat Training Group (ATG).
5. SEA 3 (approximately 20 years of service upon completion).
- a. E-8/E-9 (Top Performers).
  - b. ETT Coordinator, Department LCPO.
  - c. Navy Enlisted Classification (NEC) 4206 (If not completed on second sea tour).
  - d. Engineering Dept. LCPO (“Top Snipe”).
6. SHORE 3 (approximately 24 years of service upon completion).
- a. E-8/E-9.
  - b. Flag level duty/ATG Lead.
7. SEA 4 (approximately 27 years of service upon completion).
- a. E-8/E-9.
  - b. Engineering Dept. LCPO